

CAP Update - Climate Equity

CAP Equity Goals:

These are the high level goals we want to strive to achieve through the update and implementation of the CAP.

- A. Healthy:** The CAP will mitigate environmental factors leading to health disparities, such as barriers to active lifestyles and transportation, pollution exposure, disparate access to greenspace and other natural resources.
- B. Safe and Livable:** The CAP will promote investments in housing energy efficiency that will make them safer, more comfortable and affordable, and in community infrastructure that enhances pedestrian and bike safety, and other elements of livability.
- C. Accessible:** The CAP will promote investments that improve neighborhood accessibility, by bringing services to underserved neighborhoods and supporting equitable expansions of public transit and active transportation infrastructure.
- D. Prosperous:** The CAP will promote the creation of employment and small business opportunities with potential to lift up and empower households and communities, and maximize that potential through equitable hiring and contracting policies that target those opportunities toward historically underrepresented populations.
- E. Inclusive:** Communities of color and other historically underrepresented populations will be included in every step of the CAP process, from the definition of goals to implementation. Proactive, culturally-appropriate strategies will be undertaken to reach out to these populations and involve and empower them through the CAP's actions and programs.

CAP Actions - Equity Considerations:

These equity considerations reflect themes presented through the Equity Workgroup and the Equity Scan and were integrated into the actions.

1. DISPROPORTIONATE IMPACTS:

- Does the proposed action generate burdens (including costs), either directly or indirectly, to communities of color or low-income populations? If yes, are there opportunities to mitigate these impacts?

2. SHARED BENEFITS:

- Can the benefits of the proposed action be targeted in progressive ways to reduce historical or current disparities?

3. ACCESSIBILITY:

- Are the benefits of the proposed action broadly accessible to households and businesses throughout the community - particularly communities of color, low income populations, and minority, women, and emerging small businesses?

4. ENGAGEMENT:

- Does the proposed action engage and empower communities of color and low income populations in a meaningful, authentic and culturally appropriate manner?

5. CAPACITY BUILDING:

- Does the proposed action help build community capacity through funding, an expanded knowledge base or other resources?

6. ALIGNMENT and PARTNERSHIP:

- Does the proposed action align with and support existing communities of color and low income population priorities - creating an opportunity to leverage resources and build collaborative partnerships?

7. RELATIONSHIP BUILDING:

- Does the proposed action help foster the building of effective, long-term relationships and trust between diverse communities and local government?

8. ECONOMIC OPPORTUNITY and STAFF DIVERSITY:

- Does the proposed action support communities of color and low income populations through workforce development, contracting opportunities or the increased diversity of City and County staff?

9. ACCOUNTABILITY:

- Does the proposed action have appropriate accountability mechanisms to ensure that communities of color, low-income populations, or other vulnerable communities will equitably benefit and not be disproportionately harmed?